

Franklin Women

Women in STEM
Decadal Plan Champion
Response 2019



Franklin Women

A SOCIAL ENTERPRISE THAT CONNECTS
INDIVIDUALS AND ORGANISATIONS
COMMITTED TO CREATING A HEALTH
AND MEDICAL RESEARCH SECTOR
WHERE WOMEN THRIVE



We support women through their professional (and personal) journeys by:

- ✓ Providing networking and professional development opportunities
- ✓ Introducing and advocating for initiatives that reduce barriers to diversity and inclusion
- ✓ Building a community of individuals and organisations with a shared vision for gender equity in our sector and beyond

Opportunity 1

Leadership and Cohesion

Franklin Women is comprised of a community of over 900 individual members and partnerships with 10 leading health and medical research organisations, making us uniquely placed to drive cohesive and coordinated action within the sector.

We commit to continuing and growing our leadership in the following ways:

- ✓ Setting the agenda by choosing innovative and impactful topics for our events
- ✓ Modelling diversity and inclusion in everything we do
- ✓ Raising awareness of and advocating for equity, diversity and inclusion initiatives among our community and wider social media following
- ✓ Introducing our own initiatives to overcome barriers to women's career progression, e.g. carer's travel scholarship

Opportunity 2

Evaluation

We will continue to strive to understand what works:

- ✓ We constantly seek to identify and understand the unmet needs of our sector through surveys and interviews, tailoring our events and initiatives accordingly
- ✓ We regularly follow up with key stakeholders to request feedback and measure the efficacy of our activities



Case Study: Mentoring Program



Cross-organisational and structured 6-month mentoring program that combines informal mentoring sessions with formal sessions facilitated by experts in inclusive leadership

202 participants
from 17 organisations

The Franklin Women mentoring program matches mid-career female mentees with male and female mentors who are leaders in the sector. It aims to:

- ✓ Grow the female leadership pipeline by supporting the career progression of mentees and developing their readiness for more senior roles
- ✓ Raise awareness for existing leaders around gender imbalances and diversity challenges
- ✓ Develop an inclusive leadership culture in our sector and participating organisations

We have conducted a pilot evaluation of the inaugural 2017 cohort, 12 months after completion of the program. We commit to a formal evaluation of the 2018 cohort and will publish these results for wider dissemination.

Opportunity 3

Workplace Culture



We are committed to supporting cultural transformation within workplaces through our events, partnerships, and advocacy

A SAFE SPACE

Franklin Women provides a support network, external to the workplace, where women can be vulnerable about their unique experiences, discuss what barriers exist within their workplaces and the cultural shifts required to support their career progression

PRACTICAL AND TANGIBLE ACTIONS

Franklin Women events empower women by providing important skills and frameworks (e.g. how to have difficult conversations), which can then be implemented to create a ripple effect through their organisations

PARTNERSHIPS

Our partnerships have allowed us to share more broadly the insights provided by our community. Think Tanks with representatives and leaders from our partner organisations have discussed challenges and strategies for creating an inclusive culture

Opportunity 4

Visibility

YOU CAN'T BE
WHAT YOU CAN'T SEE



We connect with so many amazing women through our community and are committed to increasing the visibility of all Women in STEMM in the following ways:

OUR EVENTS

- ✓ Providing a platform for our guest speakers and panelists from the sector
- ✓ Meeting women from other disciplines or career levels and seeing their career pathways

SOCIAL MEDIA

- ✓ Amplifying the voices of Women in STEMM
- ✓ Combined following of over 8000 individuals and organisations

NEWSLETTER

- ✓ Articles written by Women in STEMM
- ✓ A career profile blog
- ✓ Over 2000 subscribers in Australia and internationally

Case Study: #FWonWiki

Only 18% of the people profiled on Wikipedia are women

In July 2019, we held a Wikipedia Edit-a-thon to increase the online visibility of Women in STEMM

In 4 hours, the 40 women who attended added more than 20,000 words for Australian female scientists

“When people search for information online, Wikipedia entries are often the first results to appear. If articles on women and their contributions are missing it skews perception of the role women have in shaping our society.”

40 attendees



representing women working across the health & medical research sector



35 edits

to existing #WomeninSTEMM articles to improve quality & prevent deletion

20.8K

words

of notability added to wikipedia for Australian female scientists



articles

added for notable female scientists who never had a wikipedia page before

joining the global movement



raising awareness with #FWonWiki on social media, major national media outlets & resources on the FW website



Franklin Women

FOR MORE INFORMATION

visit our website

<https://franklinwomen.com.au/>

or follow us on social media

